

The Acme Environmental Group
1234 Poultry Drive
Rooster, WA 98101

Job Classifications	Direct Labor Rates		Overhead 125%		Fixed Fee 30%		All Inclusive Hourly Billing Rate	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
Principal Geologist	\$ 50.00	\$ 63.00	\$ 62.50	\$ 78.75	\$ 15.00	\$ 18.90	\$ 127.50	\$ 160.65
Sr. Environmental Engineer	\$ 25.00	\$ 31.50	\$ 31.25	\$ 39.38	\$ 7.50	\$ 9.45	\$ 63.75	\$ 80.33
Environmental Engineer	\$ 20.00	\$ 26.25	\$ 25.00	\$ 32.81	\$ 6.00	\$ 7.88	\$ 51.00	\$ 66.94
Sr. Scientist	\$ 25.00	\$ 31.50	\$ 31.25	\$ 39.38	\$ 7.50	\$ 9.45	\$ 63.75	\$ 80.33
Scientist	\$ 20.00	\$ 26.25	\$ 25.00	\$ 32.81	\$ 6.00	\$ 7.88	\$ 51.00	\$ 66.94
Industrial Hygienist (Cert)	\$ 30.00	\$ 36.75	\$ 37.50	\$ 45.94	\$ 9.00	\$ 11.03	\$ 76.50	\$ 93.71
Industrial Hygienist (Non)	\$ 18.00	\$ 24.15	\$ 22.50	\$ 30.19	\$ 5.40	\$ 7.25	\$ 45.90	\$ 61.58
Environmental Compliance Spec.	\$ 24.00	\$ 29.40	\$ 30.00	\$ 36.75	\$ 7.20	\$ 8.82	\$ 61.20	\$ 74.97
Asbestos Inspector/Designer	\$ 15.00	\$ 18.90	\$ 18.75	\$ 23.63	\$ 4.50	\$ 5.67	\$ 38.25	\$ 48.20
Engineering Aide	\$ 13.00	\$ 15.75	\$ 16.25	\$ 19.69	\$ 3.90	\$ 4.73	\$ 33.15	\$ 40.16
CAD / Graphics Designer	\$ 12.00	\$ 17.85	\$ 15.00	\$ 22.31	\$ 3.60	\$ 5.36	\$ 30.60	\$ 45.52
Admin. Level III	\$ 10.00	\$ 13.65	\$ 12.50	\$ 17.06	\$ 3.00	\$ 4.10	\$ 25.50	\$ 34.81

Note:

All travel will be billed per WSDOT Travel Regulations;

All sub-consultant costs and direct reimbursables will be at cost with no mark-ups;

If contract is multi-year, the max. rates include 5% escalation; and

Invoiced costs may be less than the minimum rate shown per job classification, but cannot exceed the maximum rate per job classification.

Instructions: *This is an example only. Please ensure that the information that you provide on your "Actuals Not to Exceed" table is accurate for your firm.*

Job Classification column: List all job classifications that you propose as part of your team. Do not list those of your sub-consultant. Sub-consultants will have their own "Actuals Not to Exceed" table.

Direct Labor Rates column: List the actual raw labor rates for each job class. The minimum column will be your lowest paid in that classification. The maximum will be the highest paid in that classification plus 5% for escalation if it is a multiple year contract.

Overhead column: Multiply your firms overhead rate by the direct labor rate for the overhead dollar value.

Fixed Fee column: Multiply your fixed fee rate by the direct labor rate for the fixed fee dollar value. The fixed fee shown in this column is an example only, your fixed fee will be negotiated after award of the contract or will be provided to you by a WSDOT representative. If completing this table for inclusion in a submittal package in response to an RFP, eliminate this column and calculate your billing rate with no fixed fee.

All Inclusive Hourly Billing Rate column: Add direct labor rates plus the dollar value of the overhead rates plus the dollar value of the fixed fee rates to achieve your all inclusive hourly billing rates.

The minimum rate is shown for the purpose of a benchmark when developing a cost estimate. When invoicing actual costs, you may invoice less than the minimum rate.